



DoD Civilian Acquisition Workforce Personnel Demonstration Project

AcqDemo Update ASC Professional Development Seminar

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Today's Presentation

- AcqDemo Participating Activities
- OSD Best Practices Initiatives
 - LabDemos
 - AcqDemo
- National Security Personnel System (NSPS)
- Transition
- AcqDemo CCAS Results
- Questions/Answers

Army AcqDemo Activities and Union Participation

ASA (AL&T)

Acquisition Support Center

PEO ASMD

PEO Aviation

PEO C3T (*AFGE Local 1904*)

PEO CS/CSS (Management Only)

PEO GCSS - Warren (AFGE Local 1658)

PEO GCSS - Picatinny Arsenal (NFFE Local 1437)

PEO EIS (*AFGE Local 1904*)

PEO IEW&S

PEO IS (AFGE Local 1092)

PEO STRI

JPEO CBD

PM Future Combat Systems

PM JSIMS

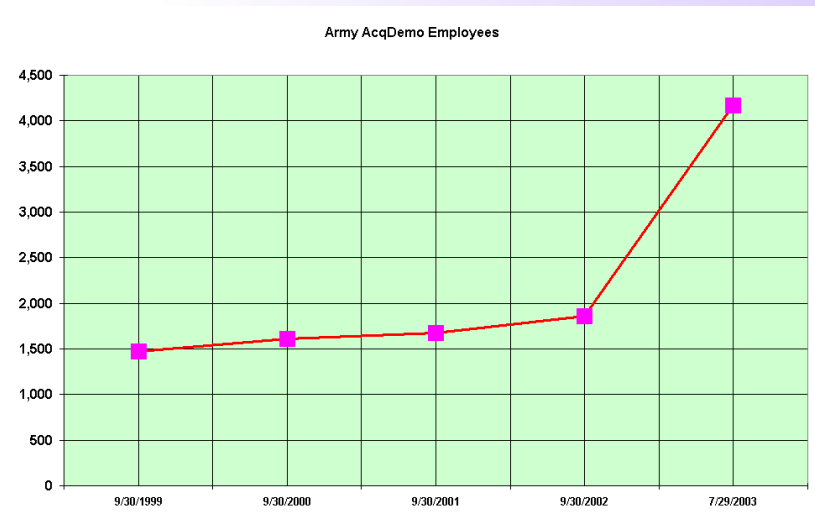
PM JTRS

Objective Force Task Force

[Note: *Blue/Italic = additions to Army AcqDemo*]

Army AcqDemo Employees

- 1,469 as of September 30
- 1,609 as of September 30
- 1,675 as of September 30
- 1,861 as of September 30
- 4,171 as of July 29, 2003



Army AcqDemo Activities and Union Participation

Army Contracting Command

OAA Defense Contracting Command - Washington

OAA Directorate of Logistics

Military Traffic Management Command PARC (AFGE 909/2)

MEDCOM HCAA

Regional Contracting Office (Madigan Army Medical Center)

(AFGE Local 1502)

Eighth US Army Contracting Command Korea (NFFE Local 1363)

HQDA G8 FD

Army Test and Evaluation Command (HQ, AEC, *DTC*, *OTC*)

Aviation and Missile Command (AMCOM)
(Management Only)

Army Materiel Systems Analysis Activity (AMSAA)

Tank-automotive and Armored Command (TACOM)

Army Activities Interested In AcqDemo

ATEC RTTC

Ground Missile Defense (GMD)

PM Arrow

PEO Soldier

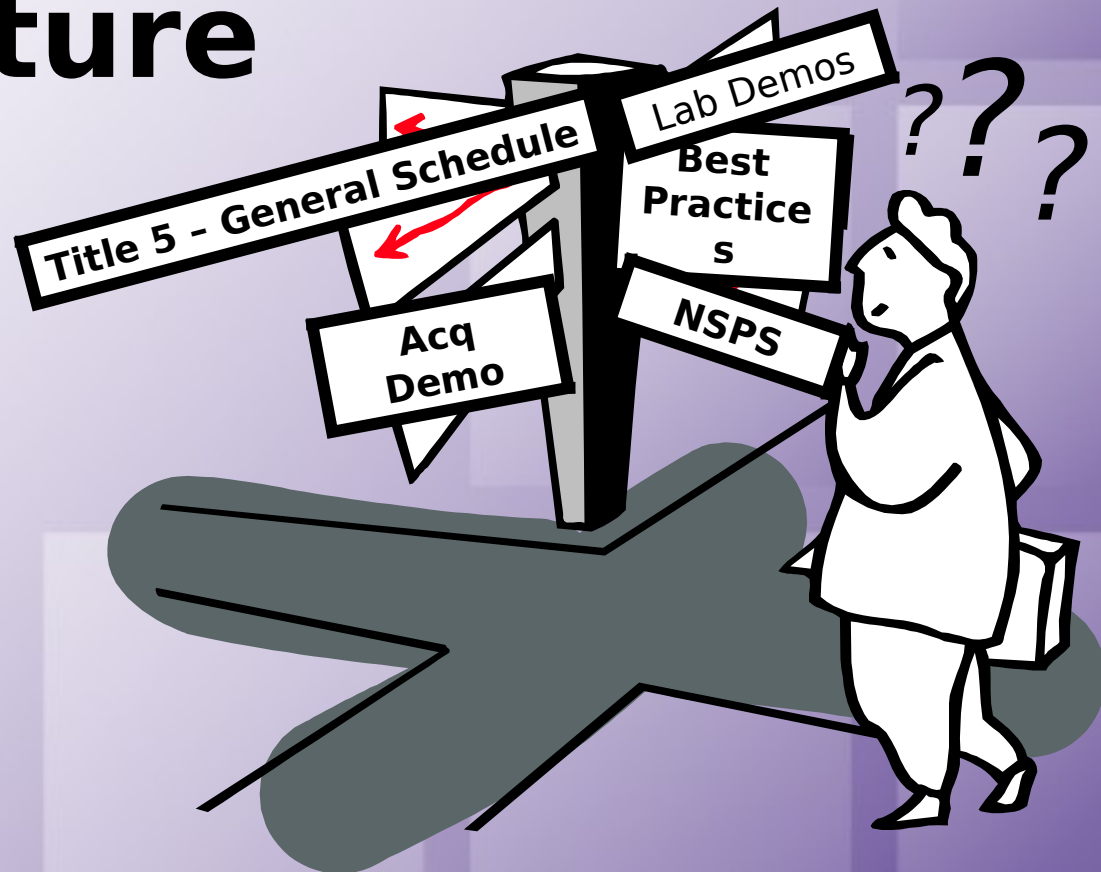
PEO Ammo

PEO Tactical Missiles

Space and Missile Defense Command

**Theater High Altitude Air Defense
(THAAD)**

Future



A Plan - Best Practices and NSPS

DoD LabDemos

• AMCOM RDEC	2,135	→
• ARL	1,893	→
• AMRMC	834	→
• CoE ERDC	1,496	→
• CECOM RDE	813	→
• NAVSEASYS COM	13,109	→
• NRL	2,691	→
• ONR	440	→
• AFRL	2,212	→

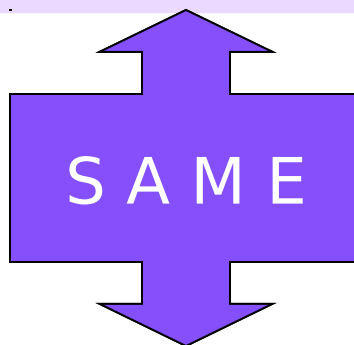
Total 25,193

DoD AcqDemo

• Army	4,171
• Navy	163
• USMC	832
• USAF	2,246
• USD (AT&L)	464
• MDA	558

Total 8,434

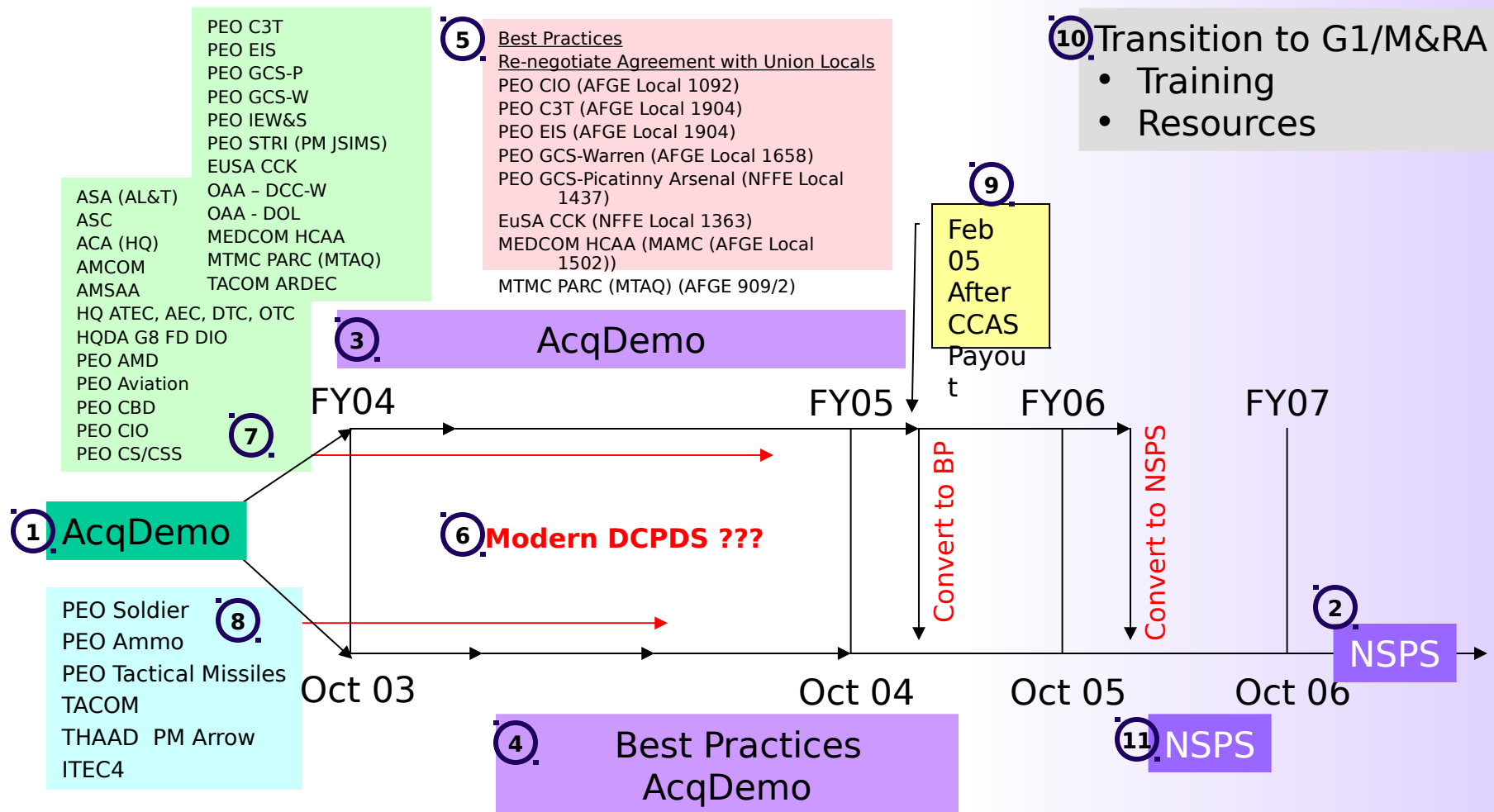
Best Practices S&T Demo



Best Practices AcqDemo

**DoD
National
Security
Personnel
System**

Transition of AcqDemo



**Department of Defense
Civilian Acquisition Workforce
Personnel Demonstration Project
Contribution-based
Compensation
And Appraisal System (CCAS)**

Broadbanding

Business Management and Technical Management Professional (NH)

I	II	III	IV
GS 1 Step 1 - GS 4 Step 10	GS 5 Step 1 - GS 11 Step 10	GS 12 Step 1 - GS 13 Step 10	GS 14 Step 1 - GS 15 Step 10

Technical Management Support (NJ)

I	II	III	IV
GS 1 Step 1 - GS 4 Step 10	GS 5 Step 1 - GS 8 Step 10	GS 9 Step 1 - GS 11 Step 10	GS 12 Step 1 - GS 13 Step 10

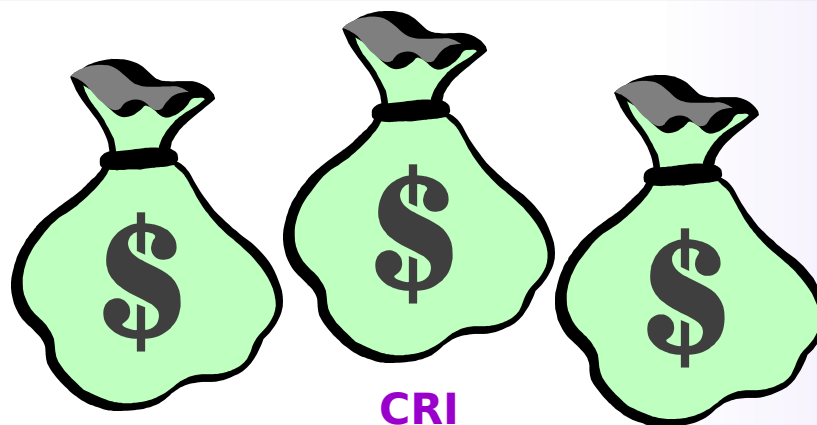
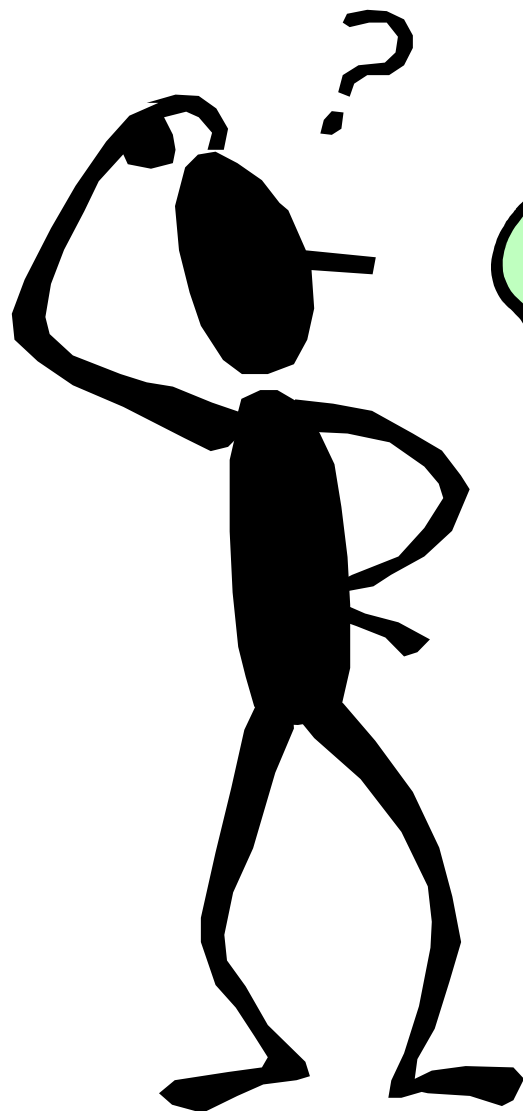
Administrative Support (NK)

I	II	III
GS 1 Step 1 - GS 4 Step 10	GS 5 Step 1 - GS 7 Step 10	GS 8 Step 1 - GS 10 Step 10

Contribution-based Compensation and Appraisal System (CCAS)

- Provide equitable/flexible method for appraising and compensating the DoD AT&L workforce.
- Correlate individual compensation to contribution to the organization's mission.
- Increase employee involvement in the performance appraisal process.
- Increase communication between supervisors and employees.
- Promote a clear accountability of contribution by each employee.
- Provide an understandable basis for salary changes.

Compensation



GPI

CRI

LOCALITY



ACQDEMO PAY

-PAID OVER 26
PAY PERIODS

-COUNTS TOWARD
RETIREMENT

-CURRENT PAY CANNOT
BE REDUCED THROUGH
CCAS ASSESSMENT
--ONLY THROUGH
ADVERSE ACTION

+



CA

- Lump Sum

How Are You Evaluated Under **CCAS?**

- All AcqDemo employees are rated based on the same six factors (no modification):
 - Problem Solving
 - Teamwork/Cooperation
 - Customer Relations
 - Leadership/Supervision
 - Communications
 - Resource Management

Point Ranges Associated With Each Career Path and Broadband

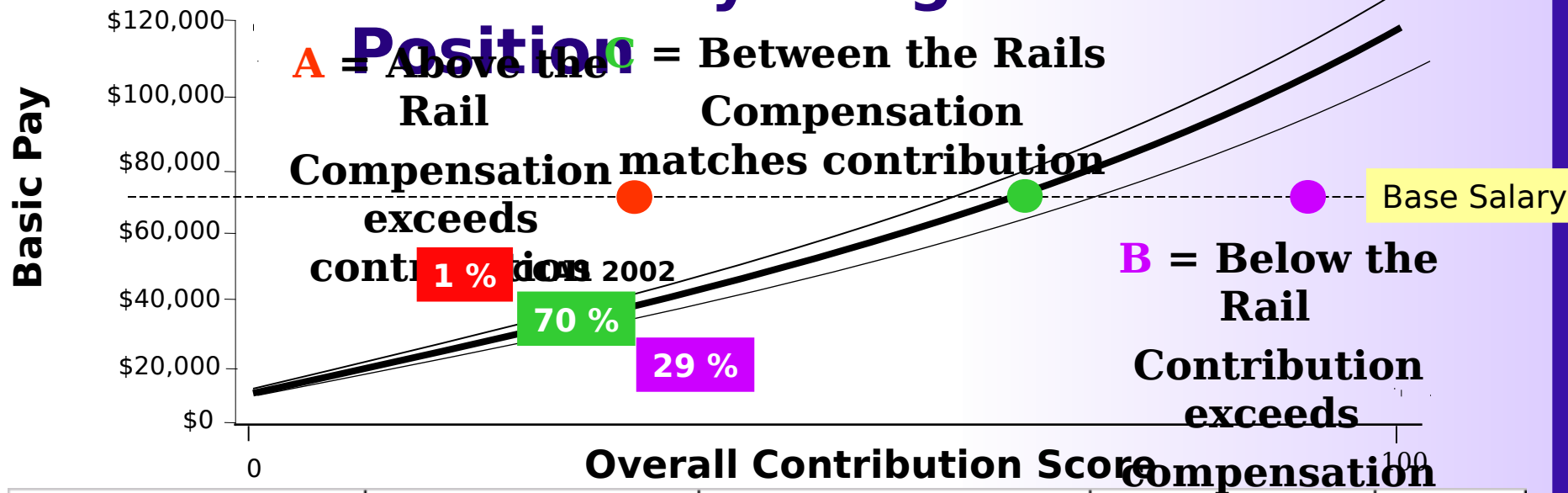
LEVELS		Business and Technical Professional	Technical Support	Administrative Support
		Point Range	Point Range	Point Range
IV	Very High	115	95	70
	High	96-100	79-83	
	Med	84-95	67-78	
	Low	79-83	61-66	
III	High	79-83	62-66	57-61
	Med	67-78	52-61	47-56
	Low	61-66	43-51	38-46
II	High	62-66	47-51	42-46
	M-H	51-61	41-46	
	Med	41-50	36-40	30-41
	M-L	30-40	30-35	
	Low	22-29	22-29	22-29
I	High	24-29	24-29	24-29
	Med	6-23	6-23	6-23
	Low	0-5	0-5	0-5

Table 4. Point Ranges

How Are You Evaluated Under CCAS?

- All AcqDemo employees are rated based on the same six factors (no modification):
 - Problem Solving 60
 - Teamwork/Cooperation 60
 - Customer Relations 58
 - Leadership/Supervision 56
 - Communications 50
 - Resource Management 50
- $334 / 6 = 55.66 \rightarrow 56$
- A score is given for each FACTOR (0 to 100 for NH, 0 to 83 for NJ, 0 to 61 for NK), then divided by 6 to yield the OCS (Overall Contribution Score)

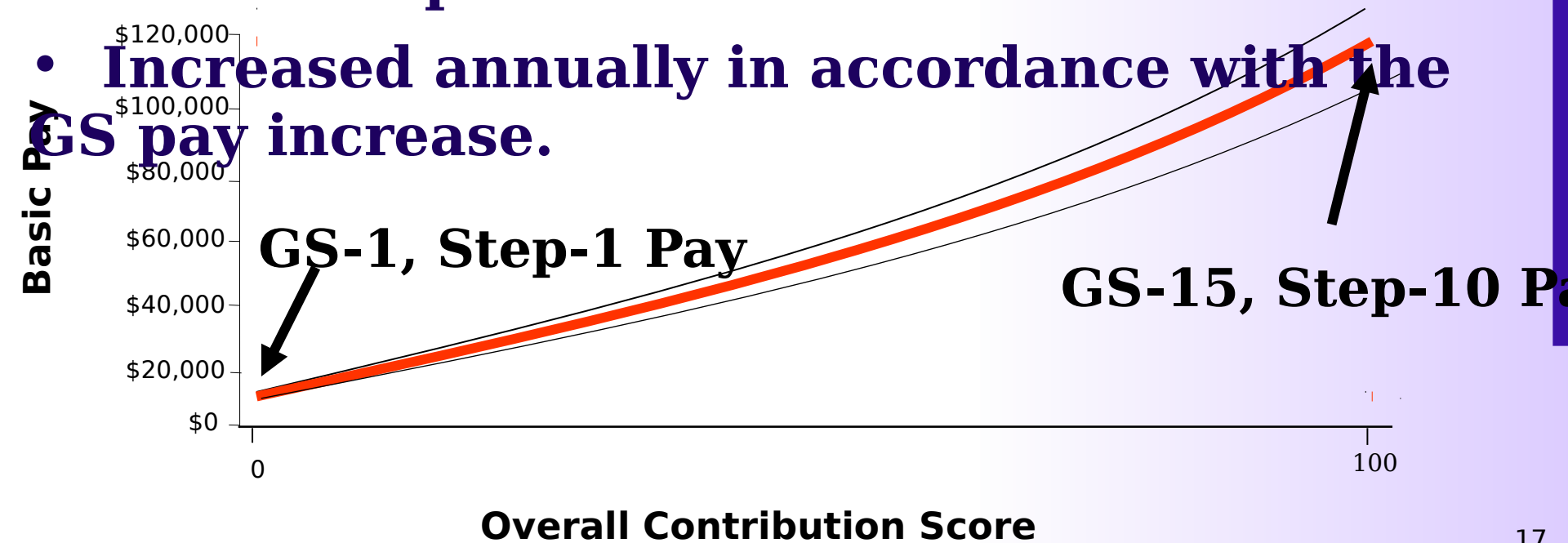
Eligibility for Compensation and the Normal Pay Range - Rail Position



Rail Positions	General Pay Increase	Contribution Rating Increase (Salary Increase)	Contribution Award	Locality
Inappropriately Compensated - A (Above the Upper Rail)	Can be reduced or denied	No	No	Yes
Appropriately Compensated - C (Between the Rails)	Yes	Yes, up to 6%	Yes	Yes
Inappropriately Compensated - B (Below the Lower Rail)	Yes	Yes, up to 20%	Yes	Yes

Standard Pay Line (SPL)

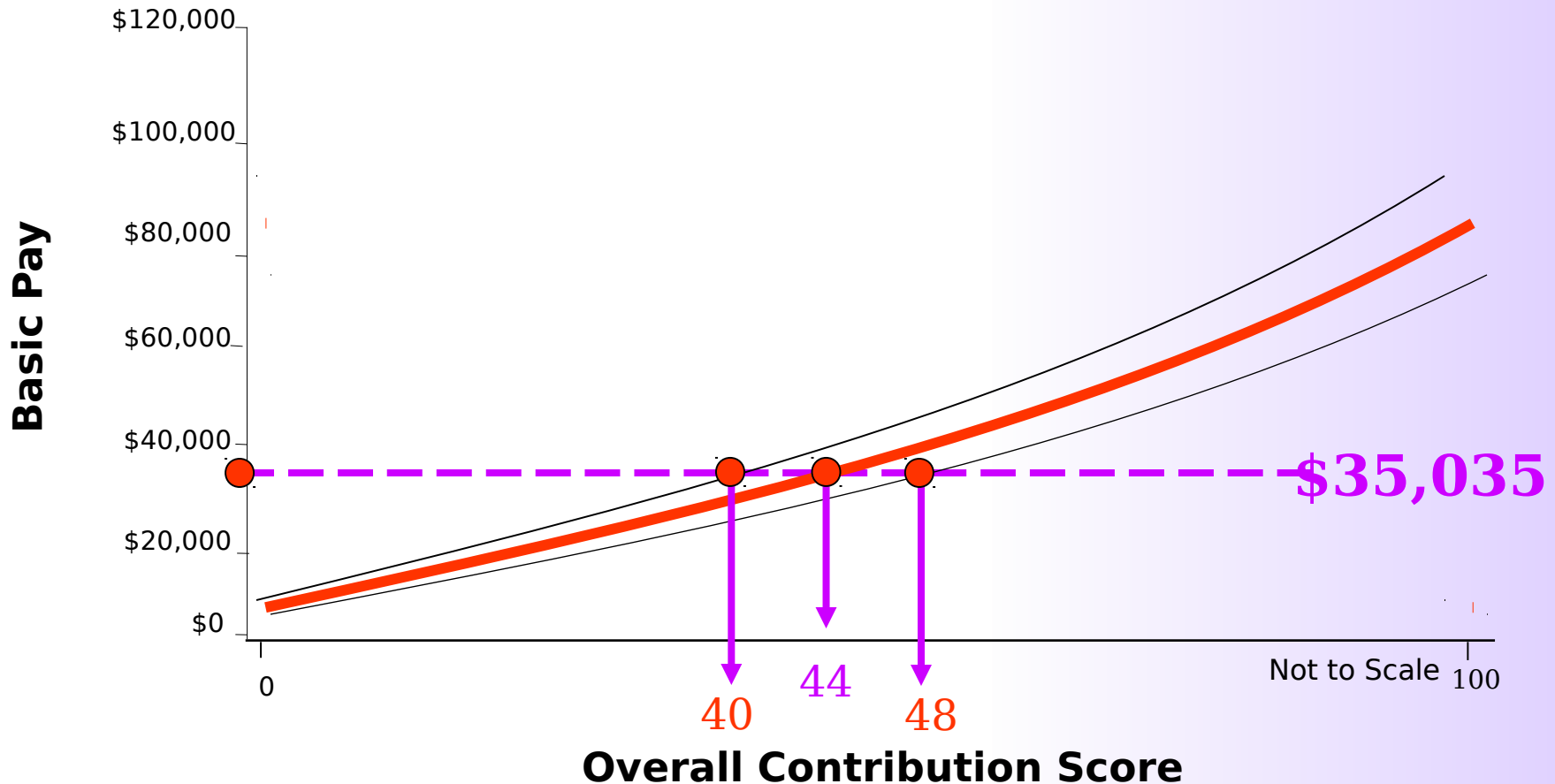
- Relationship between contribution (OCS) and salary.
- Tracks from the lowest pay, GS-1 Step 1, to the highest pay, GS-15 Step 10.
- Increased annually in accordance with the GS pay increase.





What is the approximate OCS range to remain within the region where compensation matches

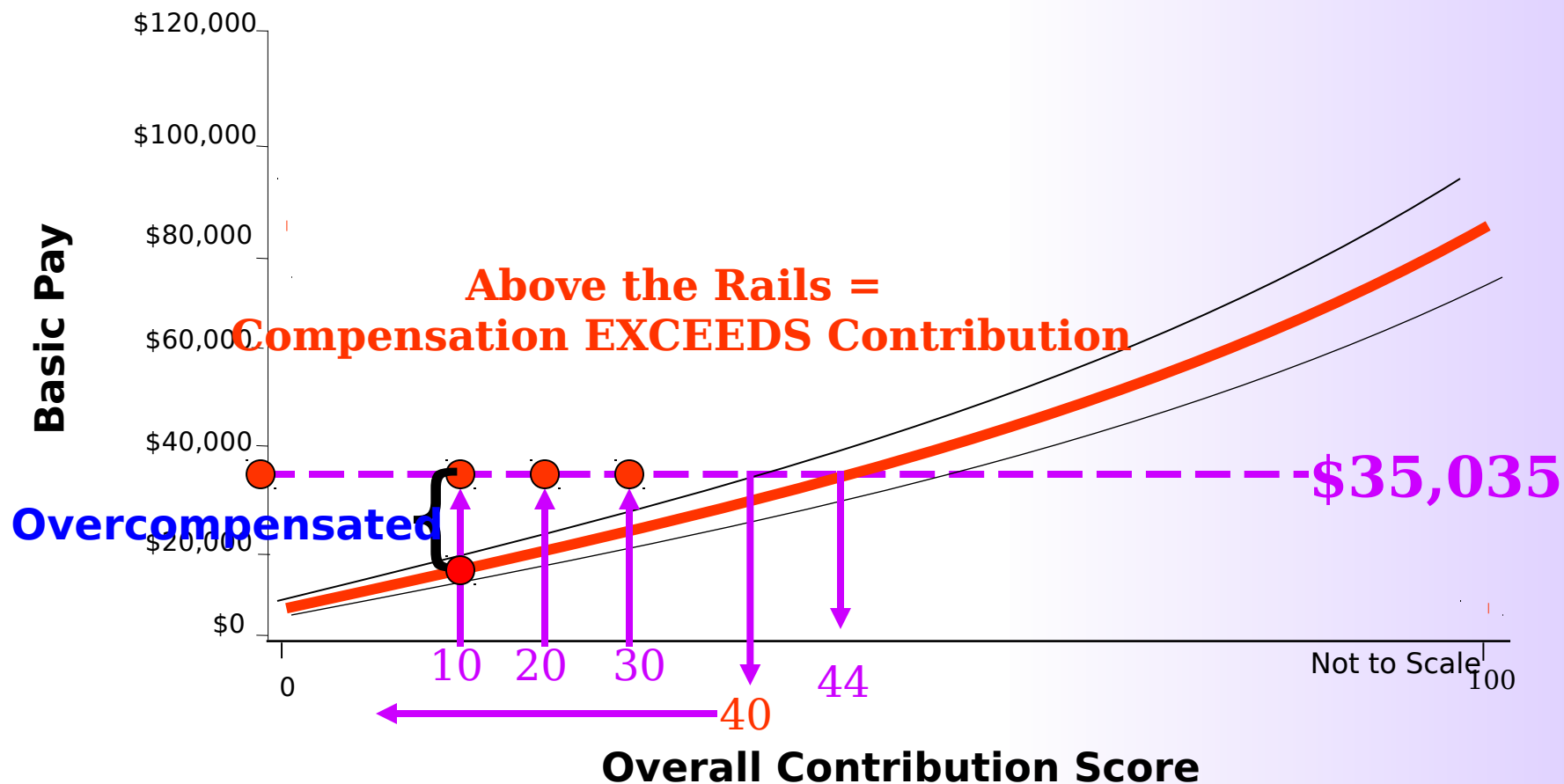
Demotivation?



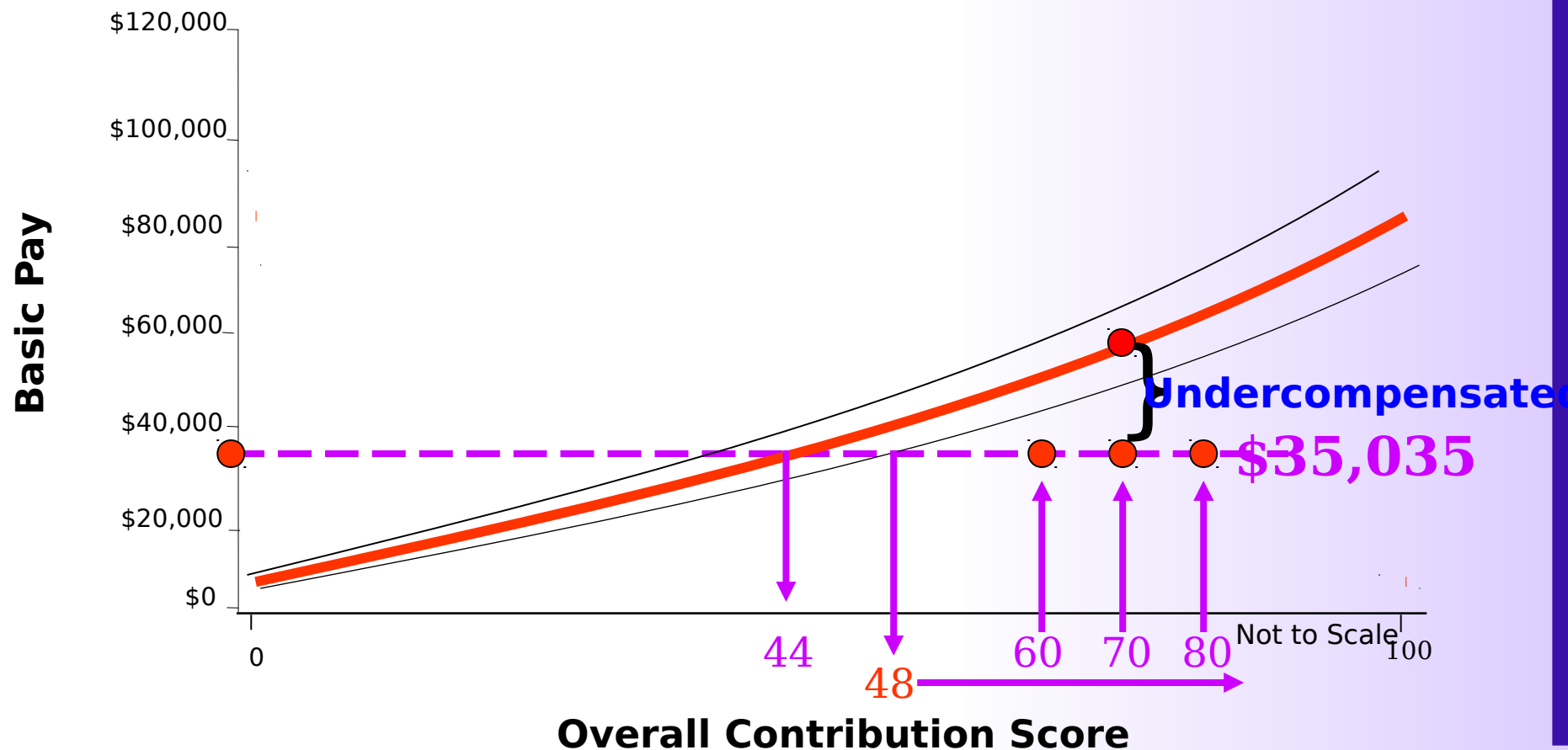
An OCS score between 40 and 48 (+ or - 4 from the expected)

- contribution matches compensation.

An OCS less than 40...

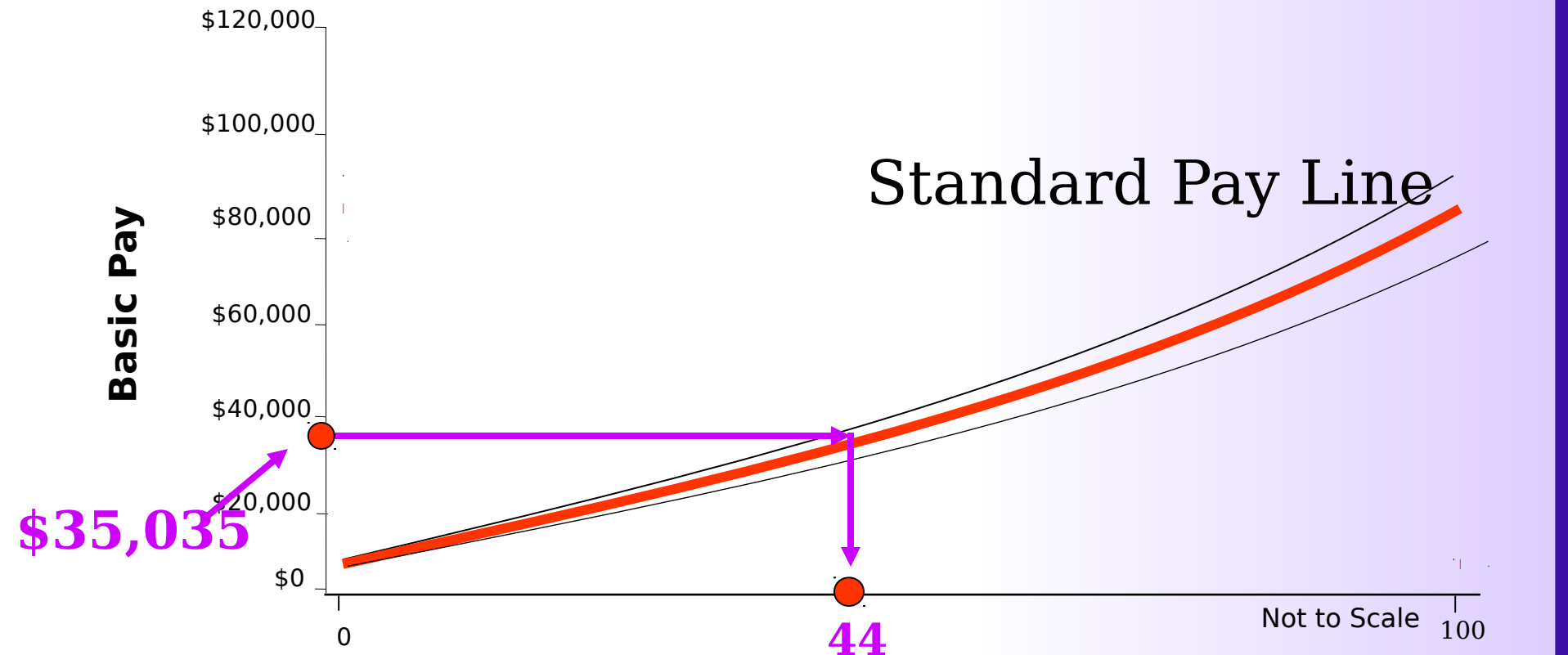


An OCS greater than 48...



**Below the Rails =
Contribution EXCEEDS Compensation**

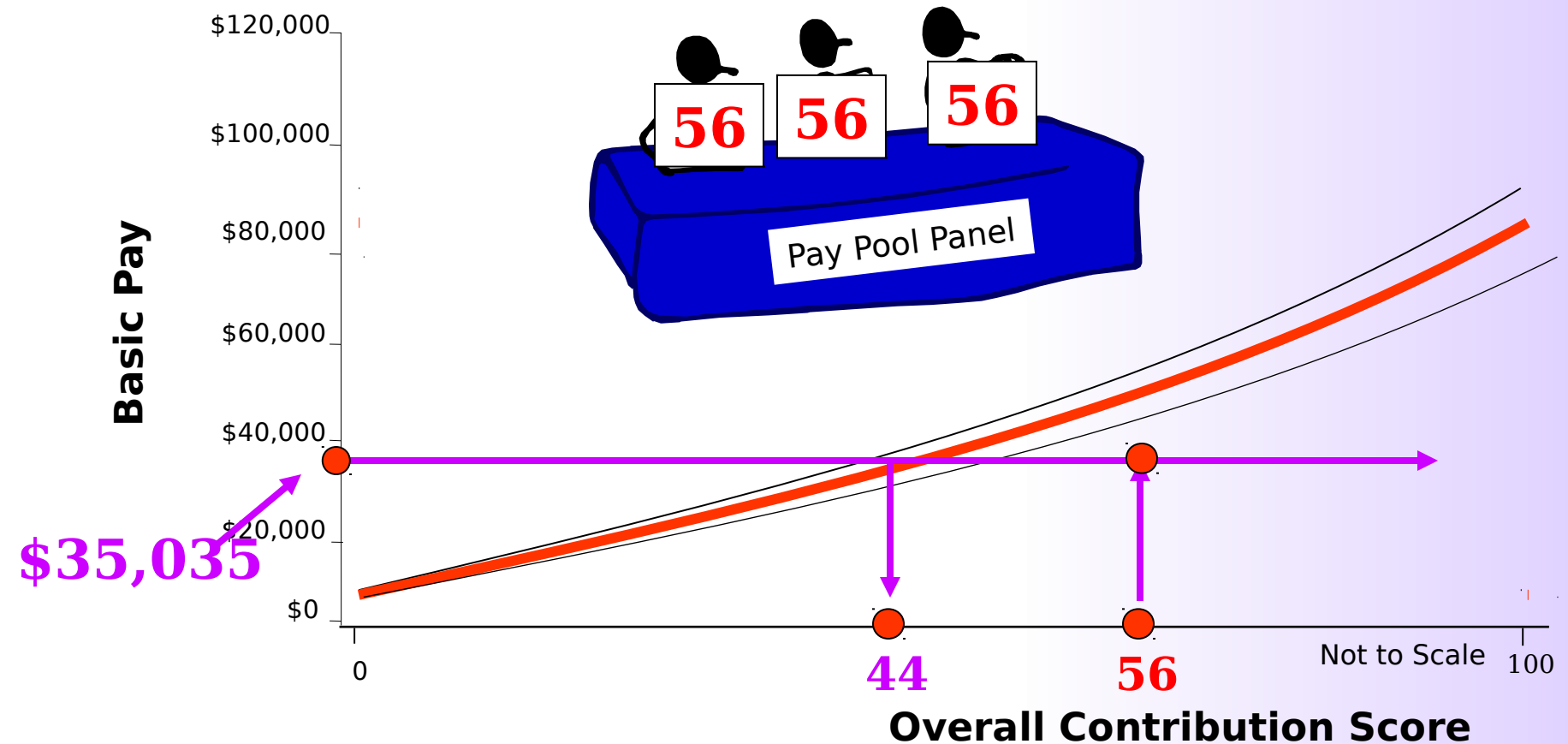
Expected Level of Contribution



Base Pay of \$35,035 = Expected OCS score
 Contribution Level

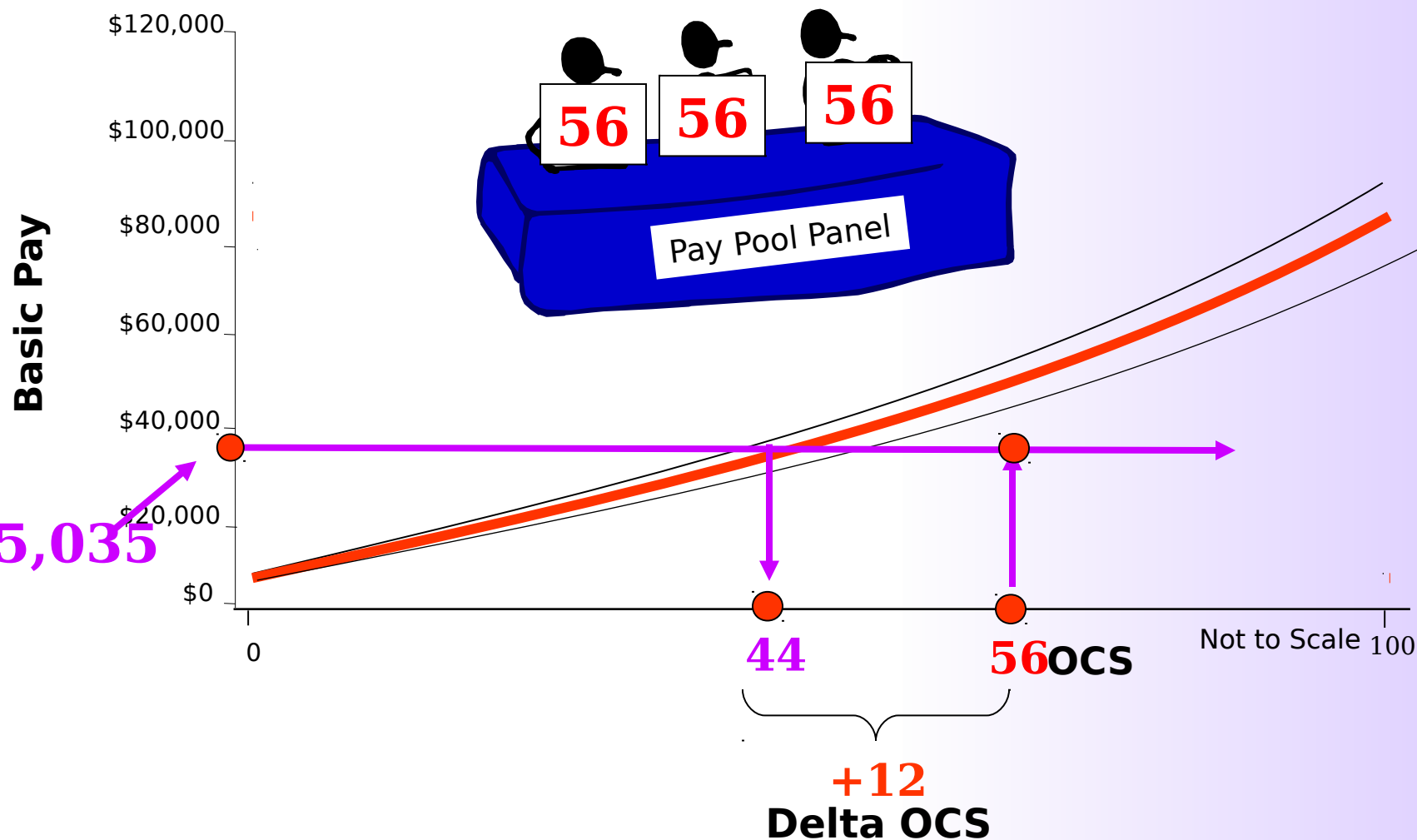
Pay Pool Panel Approves an OCS

Score of 56

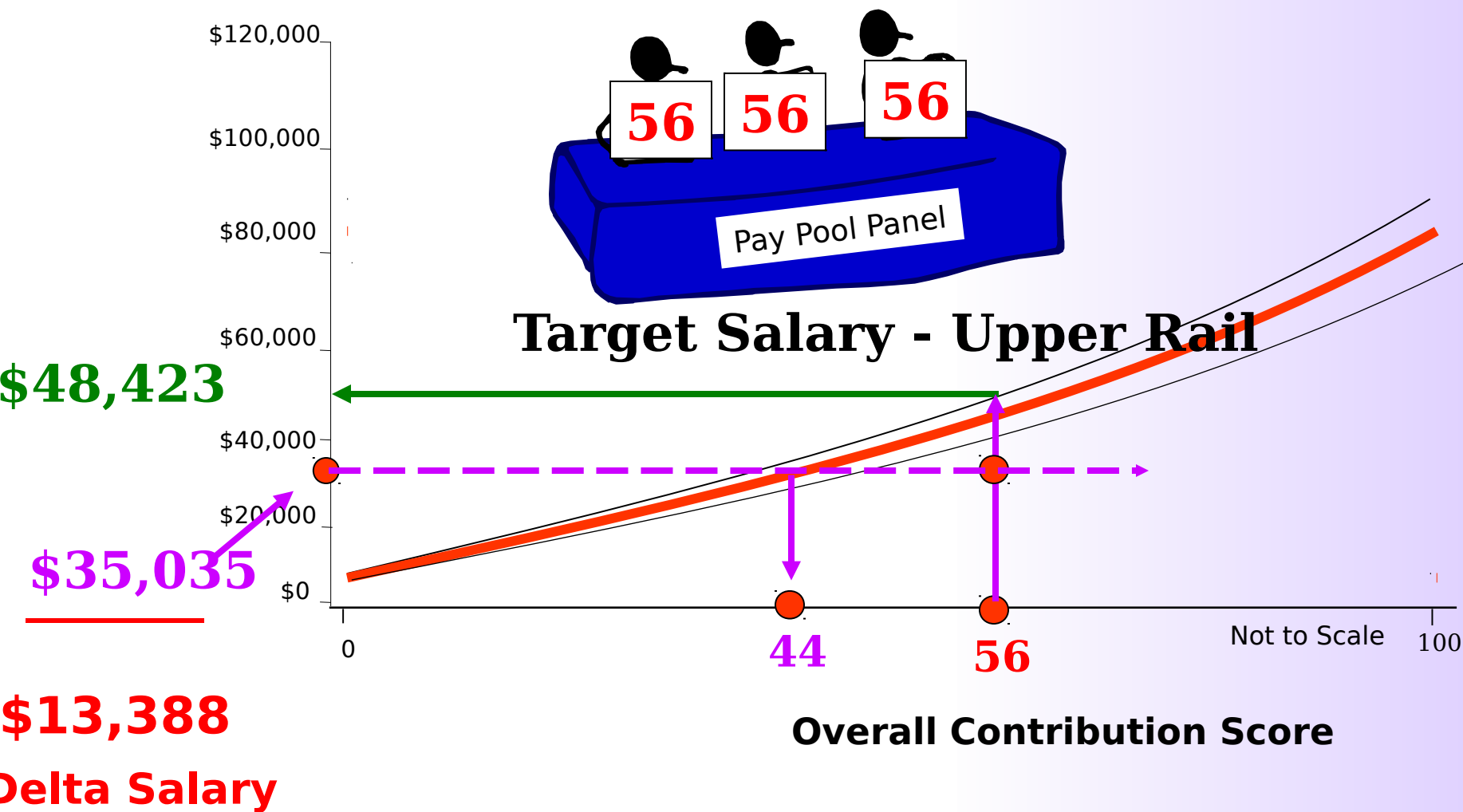


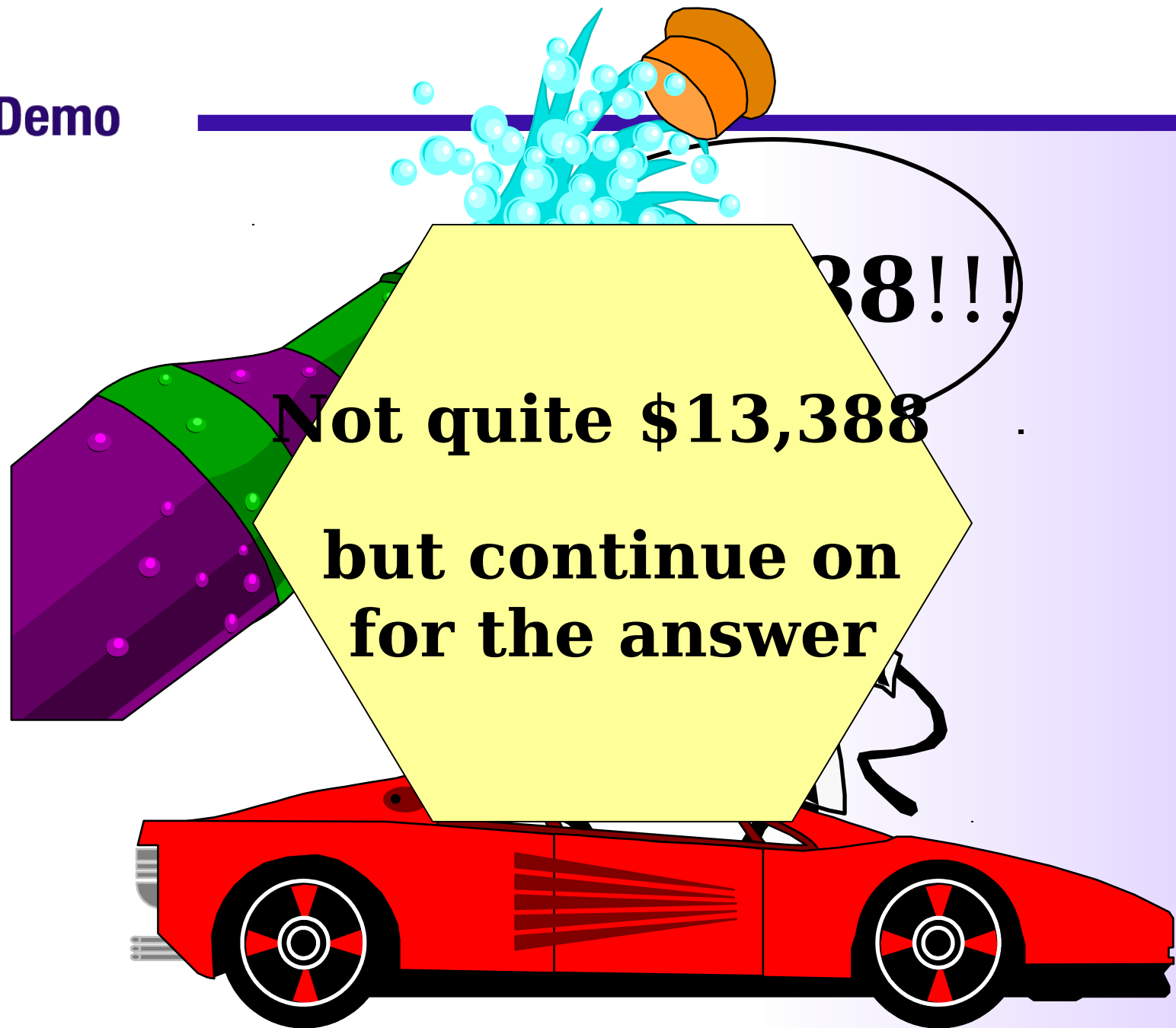
OCS Score **56** - Expected Score **44** = Delta

OCS **+12**



OCS Score of 56: Target Salary is \$48,423





How Much of the Delta Salary Do I Get?

1. *Determine Who is in the Pay Pool as of the End of the Rating Period on **September 30.***

Name	Career Path	Broad band Level	2002 Maximum Salary for Broadband Level	2002 Base Salary	Expected OCS
Munro, Cora	NH	IV	107357	107357	100
Lund, Ilisa	NH	III	77229	67765	77
Blaine, Rick	NH	IV	107357	87000	89
Poe, Nathaniel	NH	III	77229	74553	82
Martin, Benjamin	NJ	II	49324	35035	44
Sayer, Rose	NK	III	49324	39700	50
Parker, Peter	NH	III	77229	49324	61
Wayne, Bruce	NH	III	77229	49917	61
Allnutt, Charles	NH	II	54185	50135	62
Young, Joe	NJ	IV	77229	74553	82
Total Base Salary				635339	

2. *Add All the Base Salaries for the Pay Pool's Total Base Salary.*

Total Base Salary = \$635,339

How Much of the Delta Salary Do I Get?

1. *Determine Who is in the Pay Pool as of the End of the Rating Period on **September 30**.*

If an AcqDemo employee, who has 90 days in AcqDemo and leaves AcqDemo before/on September 30, that employee is not eligible for a CCAS rating; therefore no payout from the pay pool. Activity may give a special act.

An AcqDemo employee with less than 90 days as of September 30 is in the pay pool but is not eligible for a CCAS rating and will receive only the GPI and locality.

m or nd	2002 Base Salary	Expected OCS
357	107357	100
229	67765	77
357	87000	89
229	74553	82
324	35035	44
324	39700	50
229	49324	61
229	49917	61
185	50135	62
229	74553	82
	635339	

Pay Pool's Total

Total Base Salary = \$635,339

How Much of the Delta Salary Do I Get?

3. Calculate pay pool dollars allocated for salary increases (CRI) and awards (CA) using percentages of Total Base Salary.

Total Base Salary = \$ 635,339

Salary Increases (CRI) – Minimum must be 2.4% for 1st year, and 2% for subsequent years

Awards (CA) - 1.3% for 1st year (90% is the max. for CA), and 1.0% for Subsequent Years

*** These are floors - actual percentages can be set higher.**

Available Pay Pool Dollars				
Total Base Salary * CRI Funding Level = CRI Pool				
\$635,339	*	2.40%	=	\$15,248
Total Base Salary * CA Funding Level = CA Pool				
\$635,339	*	90% of 1.3%	=	\$7,433

How Much of the Delta Salary Do I Get?

4. Enter the Approved OCS Scores and Delta OCS

Name	Career Path	Broadband Level	2002 Maximum Salary for Broadband Level	2002 Base Salary	Expected OCS
Munro, Cora	NH	IV	107357	107357	100
Lund, Ilsa	NH	III	77229	67765	77
Blaine, Rick	NH	IV	107357	87000	89
Poe, Nathaniel	NH	III	77229	74553	82
Martin, Benjamin	NJ	II	49324	35035	44
Sayer, Rose	NK	III	49324	39700	50
Parker, Peter	NH	III	77229	49324	61
Wayne, Bruce	NH	III	77229	49917	61
Allnutt, Charles	NH	II	54185	50135	62
Young, Joe	NJ	IV	77229	74553	82
Total Base Salary				635339	Total

OCS Score	Delta OCS
100	0
83	6
84	-5
84	2
56	12
46	-4
64	3
64	3
65	3
86	4

$$\text{Delta OCS} = \text{OCS Score} - \text{Expected OCS}$$

How Much of the Delta Salary Do I Get?

5. Determine the OCS Salary and Delta Salary and Total Positive Delta Salary.

Name	2002 Base Salary	Expected OCS	OCS Score	Delta OCS	OCS Salary	Delta Salary
Munro, Cora	107357	100	100	0	115945	8588
Lund, Ilsa	67765	77	83	6	82746	14981
Blaine, Rick	87000	89	84	-5	84404	-2596
Poe, Nathaniel	74553	82	84	2	84404	9851
Martin, Benjamin	35035	44	56	12	48423	13388
Sayer, Rose	39700	50	46	-4	39707	7
Parker, Peter	49324	61	64	3	56754	7430
Wayne, Bruce	49917	61	64	3	56754	6837
Allnutt, Charles	50135	62	65	3	57891	7756
Young, Joe	74553	82	86	4	87821	13268
Total Base Salary	635339		Total Positive Delta Salary			82106

OCS Salary - Current Salary = Delta Salary

How Much of the Delta Salary Do I Get?

7. Calculate Percent of Delta Salary to be given.

Name	2002 Base Salary	Expected OCS	OCS Score	Delta OCS	OCS Salary	Delta Salary
Munro, Cora	107357	100	100	0	115945	8588
Lund, Ilse	67765	77	83	6	82746	14981
Blaine, Rick	87000	89	84	-5	84404	-2596
Poe, Nathaniel	74553	82	84	2	84404	9851
Martin, Benjamin	35035	44	56	12	48423	13388
Sayer, Rose	39700	50	46	-4	39707	7
Parker, Peter	49324	61	64	3	56754	7430
Wayne, Bruce	49917	61	64	3	56754	6837
Allnutt, Charles	50135	62	65	3	57891	7756
Young, Joe	74553	82	86	4	87821	13268
Total Base Salary	635339				Total Positive Delta Salary	82106

Available Dollars for CRI and CA

CRI Pool / Total Positive Delta Salary = % of Delta Salary for CRI

\$ 15,248	/	\$82,106	=	18.58%
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CA Pool / Total Positive Delta Salary = % of Delta Salary for CA

\$ 7,433	/	\$82,106	=	9.1%
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How Much of the Delta Salary Do I Get?

8. Calculate Approved CRI and CA Compensation.

Employee Benjamin Martin

$$\begin{array}{rclcl} \text{Positive Delta Salary} & * & \text{Percent of Delta Salary for CRI} & = & \text{Salary} \\ \$13,388 & * & 18.58\% & = & \$2,488 \end{array}$$








$$\begin{array}{rclcl} \text{Positive Delta Salary} & * & \text{Percent of Delta Salary for CA} & = & \text{Award} \\ \$13,388 & * & 9.1\% & = & \$1,213 \end{array}$$

How Much of the Delta Salary Do I Get?

**Computed CRI at 18.58% of Delta Salary and
Computed CA at 9.1% of Delta Salary**

Name	2002 Base Salary	Expected OCS	OCS Score	Delta OCS	OCS Salary	Delta Salary	Computed CRI	Computed CA
Munro, Cora	107357	100	100	0	115945	8588	1595	778
Lund, Ilse	67765	77	83	6	82746	14981	2782	1356
Blaine, Rick	87000	89	84	-5	84404	-2596	0	0
Poe, Nathaniel	74553	82	84	2	84404	9851	1829	892
Martin, Benjamin	35035	44	56	12	48423	13388	2486	1212
Sayer, Rose	39700	50	46	-4	39707	7	1	1
Parker, Peter	49324	61	64	3	56754	7430	1380	673
Wayne, Bruce	49917	61	64	3	56754	6837	1270	619
Allnutt, Charles	50135	62	65	3	57891	7756	1440	702
Young, Joe	74553	82	86	4	87821	13268	2464	1201
Total Base Salary	635339		Total Positive Delta Salary			82106	15248	7433

How Much of the Delta Salary Do I Get?

Name	2002 Base Salary	GPI at 3.1% 	2003 GPI Plus 2002 Base Salary	Maximum for Broadband Level	Computed CRI	Approved CRI Added to 2003 GPI Plus 2002 Base Salary  	2003 Base Salary 	Locality Pay at 11.48% 	Total Salary 	Carry Over of CRI to CA 	
Munro, Cora	107357	3328	110685	110685	1595	0	110685	12707	123392	1595	
Lund, Ilisa	67765	2101	69866	79623	2782	2782	72648	8340	80988	0	
Blaine, Rick	87000	2697	89697	Cora is at the maximum salary for her broadband level. • Received the full GPI • No CRI • CRI amount carryover to CA • See next slide						4	0
Poe, Nathaniel	74553	2311	76864							8	0
Martin, Benjamin	35035	1086	36121							0	0
Sayer, Rose	39700	1231	40931							1	0
Parker, Peter	49324	1529	50853							1	0
Wayne, Bruce	49917	1547	51464	8	0						
Allnutt, Charles	50135	1554	51689	55865	1440	1440	53130	6099	59229	0	
Young, Joe	74553	2311	76864	110685	2464	2464	79328	9107	88435	0	
Total Base Salary	635339				15248						

Army Policy - Carryover CRI to CA

How Much of the Delta Salary Do I Get?

Name	2002 Base Salary	GPI at 3.1% ✓	2003 GPI Plus 2002 Base Salary	Approved CRI Added to 2003 GPI Plus 2002 Base Salary	2003 Base Salary	Locality Pay at 11.48%	Total Salary	Carry Over of CRI to CA	Computed CA	Total Award
Munro, Cora	107357	3328	110685	0	110685	12707	123392	1595	+ 778	= 2373
Lund, Ilse	67765	2101	69866	2782	72648	8340	80988	0	1356	1356
Blaine, Rick	87000	2697	89697	0	89697	10207	99904	0	0	0
Poe, Nathaniel	74553							0	892	892
Martin, Benjamin	35035							0	1212	1212
Sayer, Rose	39700							0	1	1
Parker, Peter	49324							0	673	673
Wayne, Bruce	49917							0	619	619
Allnutt, Charles	50135	1554	51689	1440	53130	6099	59229	0	702	702
Young, Joe	74553	2311	76864	2464	79328	9107	88435	0	1201	1201

Cora is at the maximum salary for her broadband level.

- **CRI amount carryover to CA**
- **CRI + CA = Total Award**

Army Policy - Carryover CRI to CA

How Much of the Delta Salary Do I Get?

Name	2002 Base Salary	GPI at 3.1%	2003 GPI Plus 2002 Base Salary	Approved CRI Added to 2003 GPI Plus 2002 Base Salary	2003 Base Salary	Locality Pay at 11.48%	Total Salary	Carry Over of CRI to CA	Computed CA	Total Award
Munro, Cora	107357	3328	110685	0	110685	12707	123392	1595	778	2373
Lund, Ilse	67765	2101	69866	2782	72648	8340	80988	0	1356	1356
Blaine, Rick	87000	2697	89697	0	89697	10297	99994	0	0	0
Poe, Nathaniel	74553	2311	76864	1829	78694	9034	87728	0	892	892
Martin, Benjamin	35035	1086	36121	2486	38607	4432	43040	0	1212	1212
Sayer, Rose	39700			If Nathaniel Poe moves to another Pay Pool after September 30 but before the payout in January • CRI amount • CA amount follow Nathaniel to the new Pay Pool					1	1
Parker, Peter	49324								673	673
Wayne, Bruce	49917								619	619
Allnutt, Charles	50135								702	702
Young, Joe	74553								1201	1201

How Much of the Delta Salary Do I Get?

Name	2002	2003 GPI	Approved CRI added	2003	Location	Salary	Carry Over of CRI to CA	Computed CA	Total Award
<p>If Nathaniel Poe leaves AcqDemo after September 30 but before the payout in January (to non-AcqDemo Federal agency or retire)</p> <ul style="list-style-type: none"> • CRI amount carry over to CA • Added to CA amount • Carry Over CRI + CA = Total Award <p>follow Nathaniel to the non-AcqDemo Federal Agency or retirement [Army Policy - Carryover CRI to CA]</p>									
Munro, Cora						892	1595	778	2373
Lund, Ilse						888	0	1356	1356
Blaine, Rick						894	0	0	0
Poe, Nathaniel	74553	2311	76864	0	76864	8824	85688	1829 + 892 = 2721	
Martin, Benjamin	35035	1086	36121	2486	38607	4432	43040	0	1212
Sayer, Rose	39700	1231	40931	1	40932	4699	45631	0	1
Parker, Peter	49324	1529	50853	0	50853	5838	56691	0	673
Wayne, Bruce	49917	1547	51464	1270	52734	6054	58788	0	619
Allnutt, Charles	50135	1554	51689	1440	53130	6099	59229	0	702
Young, Joe	74553	2311	76864	2464	79328	9107	88435	0	1201

Percent Increase in Base Salary

Name	2002 Base Salary	GPI at 3.1%	Approved CRI Added to 2003 GPI Plus 2002 Base Salary	2003 Base Salary	Locality Pay at 11.48%	Total Salary	Carry Over of CRI to CA	% Increase (CRI to 2002 Base Salary)	% Increase in Base Salary (CRI + GPI)
Munro, Cora	107357	3328	0	110685	12707	123392	1595	0.00%	3.10%
Lund, Ilisa	67765	2101	2782	72648	8340	80988	0	4.11%	7.21%
Blaine, Rick	87000	2697	0	89697	10297	99994	0	0.00%	3.10%
Poe, Nathaniel	74553	2311	1829	78693	9034	87727	0	2.45%	5.55%
Martin, Benjamin	35035	1086	2486	38607	4432	43040	0	7.10%	10.20%
Sayer, Rose	39700	1231	1	40932	4699	45631	0	0.00%	3.10%
Parker, Peter	49324	1529	0	50853	5838	56691	0	0.00%	3.10%
Wayne, Bruce	49917	1547	1270	52734	6054	58788	0	2.54%	5.64%
Allnutt, Charles	50135	1554	1440	53130	6099	59229	0	2.87%	5.97%
Young, Joe	74553	2311	2464	79328	9107	88435	0	3.31%	6.41%
Total Base Salary	635339			667307					

General Schedule Average Within Grade Increase as Percent of Increase

Step	1	2	3	4	5	6	7	8	9	10
Percent Increase	3.33%	3.22%	3.12%	3.03%	2.94%	2.86%	2.78%	2.70%	2.63%	

1 Year → 1 Year → 1 Year → 2 Years → 2 Years → 2 Years → 3 Years → 3 Years → 3 Years

Part I CCAS Salary Appraisal

Part I: CCAS Salary Appraisal Form

Name: Benjamin Martin	Series: 2005	Appraisal Period:
SSAN: ###-###-####	Broadband Level: II	From: 1-Oct-01
Organization: PM Widget	Retained Pay: No	To: 30-Sep-02
Career Path: NJ	Presumptive: None	

Discuss evaluation with employee and obtain signature confirming discussion. Signature of employee does not constitute agreement with CCAS appraisal.

<u>Fenimore Cooper</u> Pay Pool Manager	<u>26-Nov-01</u> Date
_____	_____
_____	_____
_____	_____
<u>Employee Signature</u>	<u>Date</u>

Appraisal Detail			
Overall Contribution Score	56	Upper Rail OCS	40
Next Year's Expected SPL OCS	47	SPL OCS	44
		Lower Rail OCS	48

Employee Contribution Pay Comparison Chart
The graph plots the Employee Appraisal relative to the standard pay line (SPL) and rails. The top and bottom lines are the **Upper and Lower Rails**. The middle line is the **SPL**. The point is the **Employee Appraisal**.

Compensation Detail

\$35,035	Current Rate of Base Pay	
+ \$ 1,086	G Increase	3.10%
+ \$ 2,486	CRI Increase	7.10%
= \$38,607	New Rate of Basic Pay	
+ \$4,432	Locality Pay	@ 11.48%
= \$43,040	New Total Salary	
\$ 1,212	Contribution Award	

Remarks

Privacy Act Statement (552a of 5 U.S.C.)
1. AUTHORITY: Section 552a, Federal Register Notice dated January 8, 1993.
2. PURPOSE: This form summarizes the annual evaluation of an employee's contribution through CCAS assessment.
3. ROUTINE USE: This form is a computer-generated form that is produced for each employee and contains the overall contribution score and space for the signature of the PPM, the supervisor, and the employee. The original of this form will be maintained in accordance with agency procedures.
4. DISCLOSURE: Failure to verify the SSN may result in a delayed or erroneous processing of the individual's CCAS and applicable paysets. The information contained within this form is personal in nature and is restricted to those with appropriate permissions. Information collected on this form may be used for statistical and impact analysis.

Part I: CCAS Salary Appraisal Form

Page 2

Name: Benjamin Martin	Series: 2005	Appraisal Period:
SSAN: XXX-XX-XXXX	Broadband Level: II	From: 1-Oct-01
Organization: PM Widget	Retained Pay: No	To: 30-Sep-02
Career Path: NJ	Presumptive: None	

Factor	Category Score	Final Score
Problem Solving	3M	60
Teamwork	3M	60
Customer Relations	3M	58
Leadership	3M	56
Communications	3M	50
Resource Management	3M	50
OCS		56

Part I CCAS Salary Appraisal Form

Name:	Benjamin Martin	Series:	2005	Appraisal Period:	
SSAN:	###-##-####	Broadband Level:	II	From:	1-Oct-01
Organization:	PM Widget	Retained Pay:	No	To:	30-Sep-02
Career Path:	NJ	Presumptive:	None		

Discuss evaluation with employee and obtain signature confirming discussion. Signature of employee does not constitute agreement with CCAS appraisal.

Fenimore Cooper
Pay Pool Manager

26-Nov-01
Date

Date

Date

Employee Signature

Date

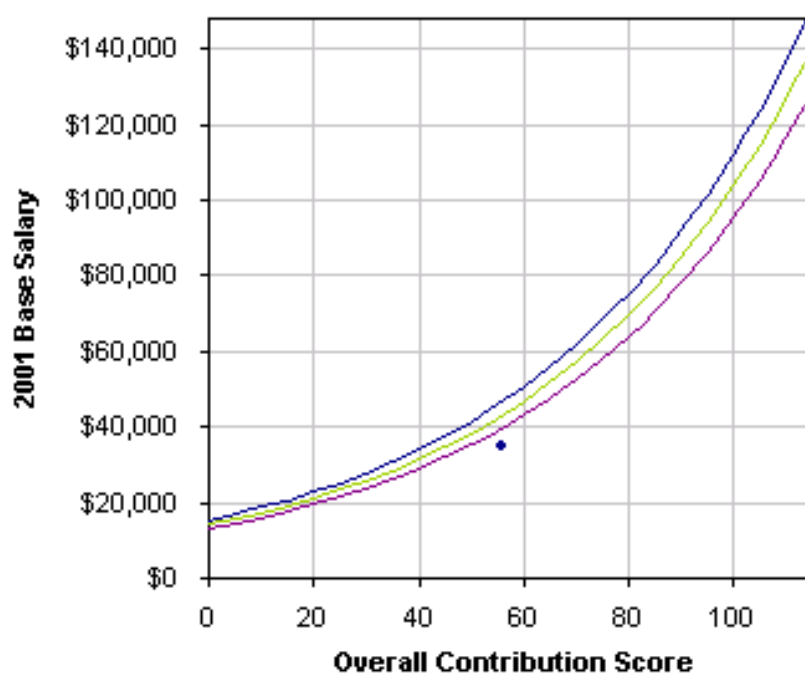
Part I CCAS Salary Appraisal Form

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Part I CCAS Salary Appraisal Form

Part I: CCAS Salary Appraisal Form

Page 2

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SSAN:	XXX-XX-XXXX	Broadband Level:	II	From:	1-Oct-01
Organization:	PM Widget	Retained Pay:	No	To:	30-Sep-02
Career Path:	NJ	Presumptive:	None		

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Customer Relations	3M	58
Leadership	3M	56
Communications	3M	50
Resource Management	3M	50
OCS		56

**Army AcqDemo CCAS Results 1999 to
2002
(Four Rating Cycles)**

Average CRI by Career Path and

Broadband Level

Career Path & Broadband	1999 Average CRI	1999 Average CRI % of 1999 Base Salary	2000 Average CRI	2000 Average CRI % of 2000 Base Salary	2001 Average CRI	2001 Average CRI % of 2001 Base Salary	2002 Average CRI	2002 Average CRI % of 2002 Base Salary
NK-I	260	1.12%	154	0.69%	0	0.00%	0	0.00%
NK-II	739	2.65%	816	2.74%	883	2.84%	720	2.21%
NK-III	975	2.67%	975	2.51%	1250	3.11%	1166	2.78%
NJ-II	763	2.61%	798	2.52%	712	2.18%	644	1.91%
NH-II	1315	3.76%	1465	3.80%	1512	3.74%	1527	3.64%
NH-III	1439	2.48%	1489	2.48%	1728	2.79%	1623	2.46%
NH-IV	1753	2.17%	1807	2.17%	2190	2.55%	2137	2.39%
Average	905	2.18%	938	2.11%	1034	2.15%	1692	2.57%

Average CA by Career Path and

Broadband Level

Career Path & Broadband	1999 Average CA	1999 Average CA % of 1999 Base Salary	2000 Average CA	2000 Average CA % of 2000 Base Salary	2001 Average CA	2001 Average CA % of 2001 Base Salary	2002 Average CA	2002 Average CA % of 2002 Base Salary
NK-I	136	0.59%	151	0.65%	242	0.95%	397	1.50%
NK-II	426	1.45%	668	2.16%	677	2.09%	654	1.93%
NK-III	635	1.72%	729	1.88%	850	2.12%	1053	2.47%
NJ-II	383	1.31%	372	1.17%	473	1.42%	504	1.47%
NH-II	506	1.39%	648	1.66%	744	1.81%	880	2.06%
NH-III	809	1.34%	1335	2.13%	1369	2.10%	1448	2.10%
NH-IV	1459	1.75%	1886	2.19%	1921	2.16%	2061	2.22%
Average	915	1.49%	1325	2.07%	523	1.05%	1501	2.13%

Average Total Award by Career Path and Broadband

Career Path & Broadband	1999 Average Total Award	1999 AverageTotal Award % of 1999 Base Salary	2000 Average Total Award	2000 AverageTotal Award % of 2000 Base Salary	2001 Average Total Award	2001 AverageTotal Award % of 2001 Base Salary	2002 Average Total Award	2002 AverageTotal Award % of 2002 Base Salary
NK-I	155	0.67%	562	2.30%	1190	4.66%	959	3.63%
NK-II	706	2.41%	860	2.74%	1088	3.38%	1023	2.96%
NK-III	752	2.03%	755	1.93%	903	2.22%	1241	2.87%
NJ-II	383	1.31%	419	1.32%	584	1.78%	556	1.60%
NH-I	714	1.96%	895	2.23%	1193	2.87%	1157	2.62%
NH-III	1237	2.04%	1682	2.63%	1976	3.00%	2016	2.85%
NH-IV	2006	2.36%	2289	2.60%	2480	2.77%	2549	2.71%
Average	1320	2.14%	1649	2.54%	1911	2.86%	1974	2.78%

Breakdown of 2002 CRI

CRI %	CCAS 2002	
20%	0	0.00%
15.00 - 19.99%	4	0.21%
10.10 - 14.90%	17	0.91%
6.01 - 10.00%	80	4.30%
5.91 - 6.00%	27	1.45%
3.34 - 5.90%	437	23.48%
2.63 - 3.33%	284	15.26%
0.01 to 2.62%	754	40.52%
0.00%	258	13.86%
Total	1861	100.00%

Step or More

Step or More

	CCAS 2002		
0.00% CRI Breakdown	258	100.00%	% of 1861
Retained Pay	7	2.71%	0.38%
Less Than 90 Days	55	21.32%	2.96%
Presumptive Status 2	4	1.55%	0.21%
Above the Upper Rail	20	7.75%	1.07%
Override By Pay Pool Panel	55	21.32%	2.96%
Maximum Salary for Broadband CRI Carryover to Award	117	45.35%	6.29%

	CCAS 2002		
0.01 to 2.62% CRI Breakdown	754	100.00%	% of 1861
Maximum Salary for Broadband CRI Carryover to Award	229	30.37%	12.31%
0.02 to 2.62%	525	69.63%	28.21%

Breakdown of CRI

CRI %	CCAS 1999		CCAS 2000		CCAS 2001		CCAS 2002	
20%	4	0.27%	4	0.25%	7	0.42%	0	0.00%
15.00 - 19.99%	6	0.41%	14	0.87%	10	0.60%	4	0.21%
10.10 - 14.90%	10	0.68%	20	1.24%	33	1.97%	17	0.91%
6.01 - 10.00%	62	4.22%	61	3.79%	93	5.55%	80	4.30%
5.91 - 6.00%	3	0.20%	15	0.93%	45	2.69%	27	1.45%
3.34 - 5.90%	317	21.58%	329	20.45%	379	22.63%	437	23.48%
2.63 - 3.33%	219	14.91%	206	12.80%	224	13.37%	284	15.26%
0.01 to 2.62%	538	36.62%	664	41.27%	473	28.24%	754	40.52%
0.00%	310	21.10%	296	18.40%	411	24.54%	258	13.86%
Total	1469	100.00%	1609	100.00%	1675	100.00%	1861	100.00%

CCAS 1999 gave 42.77% of the rated workforce CRI that was equal to or greater than a within-grade-increase. CCAS 2000 gave 40.33% of the rated workforce CRI that was equal to or greater than a within-grade-increase. CCAS 2001 gave 47.22% of the rated workforce CRI that was equal to or greater than a within-grade-increase. CCAS 2002 gave 45.62% (849 of 1861) of the rated workforce CRI that was equal to or greater than a within-grade-increase; of which another 18.59% (346 of 1861) had CRI carryover and added to CA for a Total Award because the 346 were at the maximum salary for the broadband level.

General Schedule Average Within Grade Increase as Percent of Increase

Step	1	2	3	4	5	6	7	8	9	10
Percent Increase		3.33%	3.22%	3.12%	3.03%	2.94%	2.86%	2.78%	2.70%	2.63%

Average Time in Step

1 Year	Step	1 to 2	2 to 3	3 to 4
2 Years	Step	4 to 5	5 to 6	6 to 7
3 Years	Step	7 to 8	8 to 9	9 to 10

CCAS Pay Outs Highs and Averages

	CCAS 1999		CCAS 2000		CCAS 2001		Recipient ↓	CCAS 2002	
Dollar	High	Average	High	Average	High	Average		High	Average
CRI	8890	1420	14839	1492	13195	1748	NH-III	10942	1692
Carryover	4923	1426	11572	1583	9148	456	NH-IV	11212	424
CA	6671	915	6744	1325	7193	1378	NH-IV	6747	1501
Total Award	9008	1320	13346	1649	14606	1911	NH-IV	17520	1974

	CCAS 1999		CCAS 2000		CCAS 2001		Recipient ↓	CCAS 2002	
Per Cent	High	Average	High	Average	High	Average		High	Average
CRI	20.00%	2.55%	20.00%	2.71%	20.00%	2.84%	NH-III	17.82%	2.58%
CA	8.27%	1.49%	17.18%	2.33%	8.90%	2.07%	NH-III	9.41%	2.14%
Total Award	18.25%	2.14%	42.13%	2.95%	16.69%	2.86%	NK-II	22.85%	2.78%

Part I: CCAS Salary Appraisal Form

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 Organization: PM Widget Career Path: NJ

Discuss evaluation with employee and obtain signature confirming discussion. Signature of employee does not constitute agreement with CCAS appraisal.

Fenimore Cooper Date: 26-Nov-01
 Pay Pool Manager

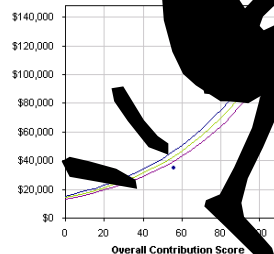
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Appraisal Details
 Overall Contribution Score
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Upper Rail OCS
 SPL OCS
 Lower Rail OCS

Employee Contribution Pay Comparison
 The graph plots the Employee Appraisal standard pay line (SPL) and rails. The top and bottom lines are the Upper and Lower Rails. The middle line is the SPL.

Compensation Details
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Grievance Policy and Procedures

CCAS 2002

1,861 Army AcqDemo Employees

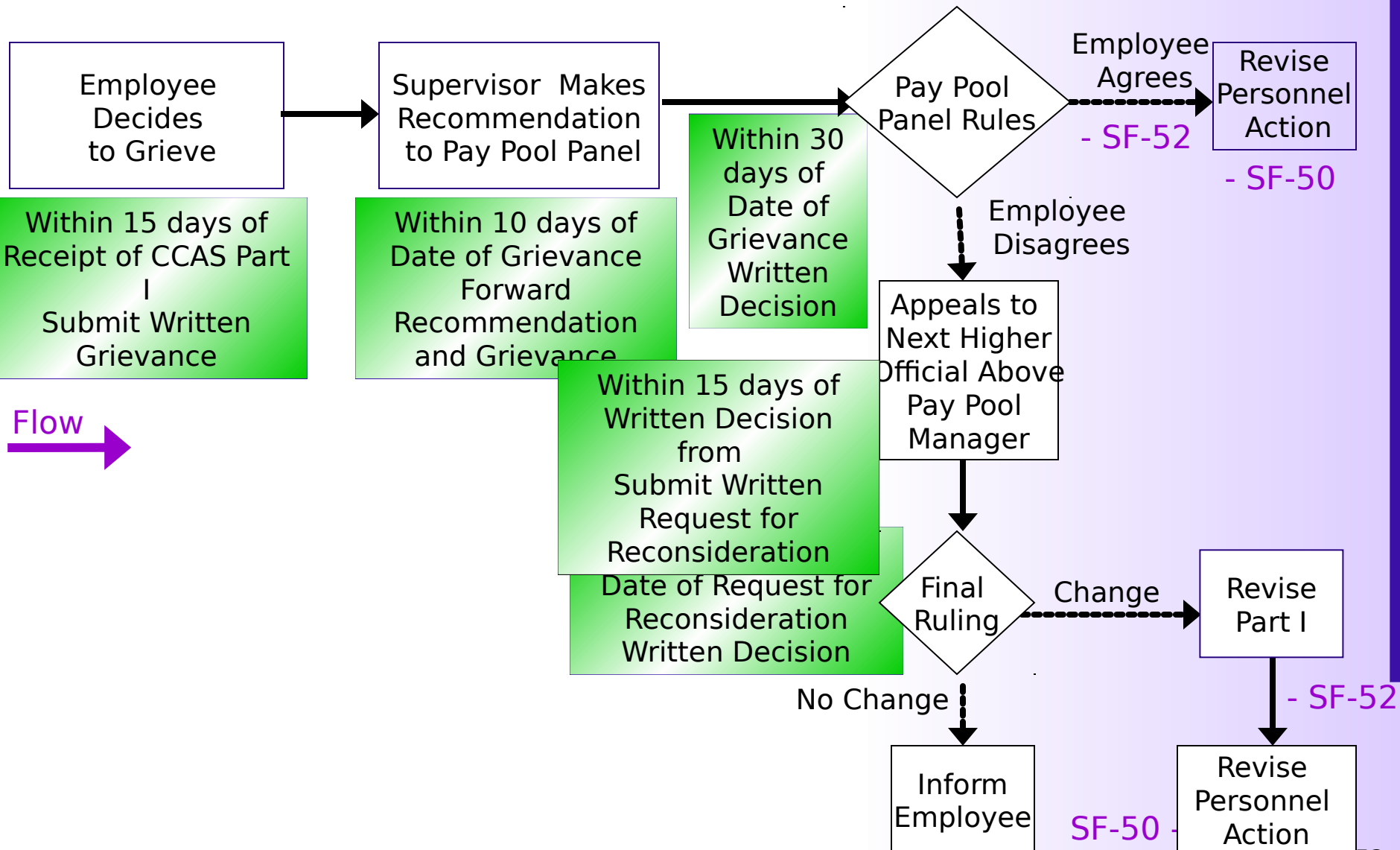
16 Grievances

3 Requests for Reconsideration

CCAS Grievance Process

- **Employee may grieve:**
 - **OCS**
 - **General Pay Increase**
 - **CRI**
 - **CA**
 - **Narrative**
- **Bargaining Unit employees follow negotiated agreement, if any; if not**
- **Non-Bargaining Unit employees follow established administrative procedures, with supplemental instructions**

Grievance Process Administrative Procedures



Questions?

Comments?

Jerry Lee at 703-805-5498, DSN 655-5498 or jerold.a.lee@us.army.mil

Jael Latham at 703-805-5496, DSN 655-5496 or jael.latham@us.army.mil